



City of Albuquerque

Office of Equity & Inclusion

Timothy M. Keller, Mayor

Human Rights Board

Thursday, March 19, 2026

Members Present

- Jack Champagne, Chair
- Mark Lamb
- Killian McDonald
- Cassandra Porter
- Sara Samani

Members Not Present

- Leticia Galvez-Trujillo, Vice Chair
- Alana Banks

Members of the Public

- None

City Staff Present

- Gabriela Marques, OCR Manager
- Dr Nina Cooper, Deputy of OEI
- Charles Davis, City Attorney

MINUTES

- I. Call to order.**
 - a. The Human Rights Board Meeting of March 19, 2026 was called to order by Chair Champagne at 5:00 pm.
- II. Review and approval of agenda for March 19, 2026 and of minutes from February 19, 2026.**
 - a. Chair Champagne then asked for a motion to approve the agenda. Chair Champagne moved to approve the agenda. Member McDonald seconded. Motion approved 5-0-0.
 - b. Chair Champagne asked for a motion to approve the minutes from February 19, 2026. Member Champagne moved to approve the minutes. Member Porter seconded. Motion approved 5-0-0.
- III. Public Comment.**
 - a. No Public Comment was given.
- IV. Manager's Report from the Office of Civil Rights.**
 - a. All of the Human Rights Board's minutes and agendas were moved to On Base to foster ADA accessibility. The manager shared how a video was prepared to create awareness of the Office of Civil Rights.
- V. Discussions & Proposals**
 - a. Discussion of Subcommittee Officers. The Board consulted on reorganizing subcommittees into two groups:
 - i. Accountability & Community Engagement Subcommittee
 1. Focus: All community engagement activities, including education, mobilization, and coordination with the City and other organizations.
 2. 2026 Goals: Increase community outreach presence through tabling events, workshops, banner acquisition, op-ed publications, and related

- activities.
- 3. Chair: Cassandra Porter volunteered to serve as chair. Sara Samani also volunteered to serve on this committee. Killian McDonald is interested to participate in this committee to build his community skills. Cassandra Porter was nominated by Member Samani and seconded by Member McDonald. Motion approved 5-0-0.
- ii. Research, Investigation & Policy Subcommittee
 - 1. Focus: Review, research findings and recommendations, resolution drafting, and policy proposals.
 - 2. 2026 Goals: Investigate housing discrimination and research civil rights issues.
 - 3. Chair: Killian McDonald expressed that he had both expertise an interest in this area. Cassandra Porter and Sara Samani also volunteered to serve on this committee. Killian McDonald was nominated by Member Porter and seconded by Member Samani. Motion approved 5-0-0.
- b. Overview of the Human Rights Ordinance by Chair Champagne
 - i. All volunteer board
 - ii. Equivalent of Human Rights Commission in other states
 - iii. Protect unlawful discrimination of groups identified in the ordinance (e.g. gender, race, religion, national origin, headdress, etc)
 - iv. Not independent board that can implement policy on its own
 - v. Can make recommendations to refer to another body (e.g. City Council)
 - vi. Has investigatory powers through individual or general public hearings
 - vii. Cannot hear cases that are already being heard elsewhere
 - viii. Can offer suggestions for amendments to the human rights ordinance
 - ix. Can call special sessions
 - x. Consults with legal counsel during meetings regarding specific questions
 - xi. Recommendations by Chair Champagne to invite board members to suggest presenters as a formal part of the meeting. Review with Chair Champagne and apprise staff member Marques.

VI. Announcements

- a. Member Lamb will formerly resign as a result of relocation this summer. This upcoming vacancy will create an opportunity to generate interested on social media and other mechanisms.
- b. Policy for Equity is doing a training and explanation session on April 29 focused on Medicare, Medicaid, SNAP and other related benefits. Cassandra will share information for dissemination.

VII. Adjournment.

- a. There being no further business before the Board, Chair Champagne asked for a motion to adjourn. Member Porter moved to adjourn. Member Samani seconded. Motion approved 5-0. Meeting adjourned at 5:46pm.